



EMERSONS GREEN
TOWN COUNCIL

198 Westerleigh Road, Emersons Green, Bristol, South Gloucestershire, BS16 7AN
Clerk: Ian Lyons **Email:** clerk@emersonsgreen-tc.gov.uk **Tel:** 0117 3026989

16th March 2023

To Councillors: Christopher Edwardson, Colin Hunt, James Hunt, Caroline Johnson, Simon Jones, and Richard Nichols.

Dear Councillor,

You are hereby summoned to a meeting of the **Personnel Committee** of Emersons Green Town Council to be held in **The Council Chamber of Emersons Green Town Council** on **Thursday 23rd March 2023 commencing at 1900hrs** for the transaction of the business on the **agenda attached**.

For your convenience, I have attached some useful guidance notes should any of your constituents wish to attend the meeting.

Yours faithfully,

A handwritten signature in black ink that reads "I J Lyons". The signature is written in a cursive style with a large initial 'I' and 'J'.

Ian Lyons BA (Hons) HSC RP
Town Clerk and Responsible Finance Officer

Emerson's Green Town Council Meetings

Guidance Notes

Recording of Council Meetings

To comply with The Openness of Local Government Bodies Regulations 2014, all our Council meetings are open to the public and may be recorded.

For clarity, all types of recording, and use of social media, *are* permitted at our Council meetings, which are always open to the public.

However, out of courtesy, and for practical reasons, we request that visitors who wish to record our meetings provide us with as much notice as possible. For example, our Council Chamber has limited space. Nevertheless, we will do our best to accommodate the media requirements of visitors, on a first-come-first-served basis.

Distractions

In all cases, please *do not* cause a distraction, or you may be asked to leave by the Chair. For clarity, the definition of a distraction is entirely at the Chair's discretion.

As a minimum, please avoid using flash photography or any equipment that creates a loud noise, without prior approval.

Public Participation

During the meeting, public participation will take place *only* during this item. For practical reasons, this will be limited to a maximum of 30 minutes. During this item, the public are welcome to make representations, ask questions, and give evidence, regarding the business on the agenda.

To aid the meeting process, Emerson's Green Town Council request that all members of the press and public email their questions in advance to clerk@emersonsgreen-tc.gov.uk, no later than 1200hrs on the day before the meeting. In this email, the public are asked to confirm whether they will be in physical attendance or require an officer to read out the question on their behalf.

Furthermore, the priority of physical attendance at a Council meeting will be given to the press and those who have sent their public questions in advance, particularly if they are willing to read them out themselves. After that, the remaining seats will be allocated on a first-come-first-served basis.

At the Chair's discretion, all individual representations will be limited to no more than 5 minutes. During the meeting, the Chair will call for representations from visitors who have indicated that they wish to speak. Similarly, it is also possible for written representations to be received at this point.

Standing Orders

For your convenience, a copy of our Council's standing orders, and all other policy documents, that govern the conduct of our meetings can be found on our website at:

<https://www.emersonsgreen-tc.gov.uk/town-council/council-policies/>

Emergency evacuation procedure: Leave via the Emergency Exit within the Council Chamber or out of the Main Entrance and convene in the Town Council Parking Spaces within the Car Park

A G E N D A¹

23rd March 2023

Members are reminded that this Council has a legal *duty* to consider the following legislation in the exercise of all its functions: The Freedom of Information Act 2000, The Data Protection Act 1998 & The Equality Act 2010. In addition, the Council has a *duty* to comply with the Local Government Transparency Code (2015). Furthermore, in carrying out the Council's functions, this Council *must* consider the impact of all decisions on reducing crime and disorder in the area and have regard to the protection of biodiversity. Finally, a Code of Conduct has been adopted by this Council for members to follow.

INTRODUCTION

PER_2022.14 Welcome and Introductions.

To welcome members of the public, introduce all Councillors and guest speakers, describe the emergency procedures, and make any necessary safety announcements.

PER_2022.15 Declaration of Interest – Localism Act 2011.

Members are reminded of the legal requirements concerning the declaration of interests. Forms held with South Glos should be regularly updated. A Member must declare a disclosable pecuniary interest in any item on the agenda. A Member with a disclosable pecuniary interest in any item may not participate in any discussion of the matter at the meeting and must not participate in any vote taken on the matter at the meeting. In addition, the Council's Standing Orders require a member with a disclosable pecuniary interest to leave the room where the meeting is held while any discussion or voting takes place.

PER_2022.16 Public Participation.

Members of the public will be given the opportunity to ask questions of the committee for a maximum of five minutes per person in accordance with the guidance notes.

ADMINISTRATION

PER_2022.17 Minutes.

Mover: Cllr Caroline Johnson (Chair)

Seconder: TBC

Motion: That the Minutes of the Personnel Committee meeting held on 11th October 2022, copies having been circulated, be approved as a correct record, and signed by the Chair.

¹ All items are routine business, at the discretion of the Chair, unless otherwise stated.

PER_2022.18 Privacy.

To consider excluding the public and press due to the confidential nature of the following items.

PER_2022.19 Outstanding items.

To report on any outstanding items from previous meetings.

PERSONNEL

PER_2022.20 Summary of Achievements.

To note the 'Clerk's Special Report', copies having been circulated.

PER_2022.21 Appraisals.

- To review the Town Clerk's latest appraisal and monitor progress.

PER_2022.22 Pay and Working Conditions.

To consider proposals, copies having been circulated, and make recommendations to Full Council.

PLANNING

PER_2022.23 Human Resources.

- To review the SLCC report: Review of the Staffing Structure, Salary Levels, and Future Needs (February 2023).
- To review the current Human Resources available to the Council.

PER_2022.24 Recruitment.

- To make recruitment plans and submit recommendations to the Full Council².

POLICY

PER_2022.25 Review.

To review all relevant policy documents and submit any recommendations to the Full Council.

PER_2022.26 Dates and Timings.

- To schedule the next meeting of the Personnel Committee.
- To note the time that the business of this meeting was closed.

At the discretion of the Chair, Councillors may be invited to make Parish announcements, and take part in a general discussion after the meeting.

² 13th March 2023 Full Council resolved that: "The Council refers the report to the Personnel Committee to make recruitment plans and submit recommendations to the Full Council."